

"Utah's Job Connection"

Employment / Employer News - Central Region

CONTENTS:

<i>Director's Message</i>	1
<i>Utah Employer Conference</i> ...	1&2
<i>Veteran's Job Fair</i>	2
<i>Kudos To Franklin Covey</i>	2
<i>Work/Life Forum</i>	2
<i>Supervising Today's Workforce</i>	2&3
<i>Gateway Hiring</i>	3
<i>Yankee Candle</i>	3
<i>Job Fairs In Demand</i>	3
<i>Upcoming Events</i>	4
<i>Phone Numbers</i>	4



Utah Dept. of Workforce Services

Stephen D. Maas, Director
Central Region

John D. Williams, Manager
Cassy Hahn, Editor
Central Region Employer Services
1385 S. State St., Rm. 449
Salt Lake City, UT 84115
(801) 468-0174

Director's Message by - Stephen D. Maas



Celebrate Success!

In August of 1996, Congress passed landmark welfare reform legislation which resulted in the former program, *Aid to Families with Dependent Children* (AFDC), to be replaced by a new block grant system to the states titled, *Temporary Assistance to Needy Families* (TANF). This was arguably the largest single change in government since the inception of social programs in the 1930's. These changes for Utah eventually led to the creation of our new Department of Workforce Services (DWS).

The concept of these program changes is to concentrate on employment and self-dependance as the most effective method of getting out of poverty. Matching the needs of employers with the skills of job seekers in assisting and creating opportunities for people to find, keep, and improve their jobs is the focus of DWS.

Over the past few years, our staff have been working diligently to give people, with barriers to employment, the skills and confidence to succeed in the workplace. They also have been working with employers to be mentors and to create opportunities for those with little or no work experience. These efforts have resulted in many wonderful success stories about people succeeding in areas they never thought possible. The on-going American story of ordinary people doing extraordinary things!

We want to highlight some of these incredible people who have changed their lives, and the dedicated employers who have given them the opportunity to do so. On November 9, The Central Region

Council for Workforce Services will be hosting an awards ceremony titled "Celebrate Success." Arthur Benjamin, President and CEO of DataMark, and Chair of the Council states, "This event is designed to familiarize our community with the people and the employers who have gone that extra mile to make welfare reform more than just a catchy phrase. We also want to recognize some of the DWS employees who dedicate themselves toward making these success stories a reality. We intend for this event to become an annual affair that is a fun and rewarding celebration to commend all those involved."

At the time of this writing, plans are still under development to organize this event. Not only will there be an awards ceremony for those being recognized, but also an award will be presented to Lt. Governor Olene Walker for her foresight in the creation of DWS which has made this entire process possible.

For information on attending this event, please contact Ms. Jeri Jackson at 468-0095. I hope to see you there!

Utah Employer Conference 2000

The Utah Employer Conference will be held January 12, 2000. An interactive agenda includes:

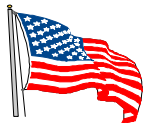
- Economic Report to the Governor Presentation
 - 1999 Wage Data Presentation
 - Keynote Speaker (to be announced)
- Break-out sessions include:
- Establishing a Child Care Collaborative
 - Fair Employment Practices for Small Employers
 - Leadership in Business
 - Employment Government Regulatory Agencies

- Economic Forecast
- American's with Disabilities Act

For more information and to register, call Sarah Tolbert at (801) 526-9204

Employers Invited To Participate In A Veterans' Job Fair

By - Bob Lowe



The Utah National Guard Armory, located at 1543 E. Sunnyside Avenue, will be the site of a Veterans' Job Fair on Friday, November 19, 1999, from 4 p.m. - 7 p.m.

Last year's Veterans' Job Fair saw over 600 of Utah's finest citizens in attendance. Employers are invited to attend and meet these fine citizens. Utah's veteran population represents a typical cross-section of the population at large with one exception. These individuals unselfishly served their country and while doing so acquired some pretty awesome characteristics such as: dependability, teamwork while maintaining the ability to think independently, loyalty, acceptance of authority, and resourcefulness. These veterans don't expect to be given respect, they'll earn it!

For businesses, who are Federal Contractors, this is your opportunity to meet with veterans and fulfill your contractual obligations. Call Bob Lowe at 468-0290 to reserve a display table, inform how many staff will be representing your business, and what additional resources besides a table and chair will be needed.

Hire our veterans because... "One good job deserves another!"

Kudos to Franklin Covey

The Department of Workforce Services would like to extend a big "THANK YOU" to the Franklin Covey Company and their

staff, Steve King, Reia Farnsworth, and Kyle Whitehead. In September, Franklin Covey donated 50 new binder starter kits and 50 daily refills to the six-phase workshops.

Because of Franklin Covey's generous donation, participants of the workshop will receive one of the Franklin Timers to help them organize their appointments and time as they go into the business world to find work.

Utah Office of Child Care Work/Life Forum

**Tuesday, October 26, 1999
1385 S State, Salt Lake City, UT
8:30 a.m. - 3:30 p.m.**

The Work/Life Forum will provide a unique opportunity for Utah employers to learn about work/life issues and how these factors impact business. Forum participants will select one working session from a menu of options. Some pre-forum work may be required by session consultants. Working sessions will include a detailed discussion of the topic and small group interactions with key consultants/sponsors of the session. The goal of the working session is to provide the participant with information and a customized strategic plan. This powerful combination is designed to help the participant implement work/life best practices within their individual company.

Available sessions include:

- Telecommuting - co-sponsored by US West
- On or near site child care - co-sponsored by Bright Horizons/Family Solutions
- Flexible work schedules - (being developed)
- Information and Education - co-sponsored by CORRA (Colorado Organization of Resource and Referral Agencies)

Luncheon speaker, Dr. Sandra Burud, Bright Horizons/Family Solutions work/life consultant and published researcher.

Enrollment limited to first 100 participants. Registration fee is \$50.00, meals and snacks included.

For registration information contact:
Beulah Cromien
Utah Office of Child Care
(801) 536-4340 or register on the website: "www.dws.state.ut.us".

Supervising Today's Workforce

The Central Region Council on Workforce Services and Interpersonal Dynamics, Inc. (IDI) are pleased to invite your lead workers and entry level supervisors to a 12-hour training program entitled "Supervising Today's Workforce." This training program will be offered in three, four-hour sessions, on November 4, 11, and 18, 1999.

IDI is a recognized leader in providing curriculum design in training for human resource development. **IDI** has provided training and support services for governmental and private entities for the past 20 years. One fact has consistently proven true; supervisors can either make or break an organization. Supervisors are extremely influential in all elements of the workplace. They determine product, quality, and impact the effectiveness of those who produce the product. Many organizations feel they cannot afford effective training for their supervisors. **IDI** maintains organizations cannot afford not to train them!

The objective of this training program is to enhance supervisory performance for entry-level supervisors and lead workers. Over the course of the program, the following topics will be covered:

- Conflict Resolution Skills
- Supervision of Former Co-workers
- Diversity Training
- Crisis Intervention Skills
- Understanding Basic Human Behavior
- Coaching Skills
- Fair Employment Practices
- Disciplinary Skills

Identify and Respond to Barriers to

Employment at the Workplace

- Work Maturity Issues
- Substance Abuse
- Mental Health Issues
- Family Violence
- Disabilities

The cost of the training is \$150.00 per participant (\$125.00 per participant for two or more). On-site training is also available for 10 or more. The training program will be held at the Central Region Administrative offices located at 1385 South State, Salt Lake City. If you need additional information or wish to register, please call Mynn "Z" Pavlides at 468-0174.

Registration Deadline: Monday, November 1, 1999.



It has been a busy couple of months at the Gateway facility. Over 300 job-seekers were hired in July and August as Manufacturing Operators, Sales Representatives, and Client Relation Specialists. The plant now employs 600-650 people and expects to employ 900 by the year 2000.

The reason for so much activity? Gateway is experiencing company growth. Since the facility opened late last summer, the company's revenues of \$7.5 billion have increased to \$8.9 billion., net income increased 47 percent to \$89 million, and revenue increased 18 percent to \$1.9 billion. On an average day, Gateway produces nearly 11,000 computers!

One of the changes that has recently taken place is the departure of General Manager, Tim Huval. Mr. Huval accepted a transfer to the Hampton, Virginia facility as General Manager. Replacing Mr. Huval is Steve Avery. Mr. Avery brings to Gateway more than 10 years experience in general management at Engelhard Corporation in Iselin, New Jersey. In addition, Mr. Avery's experience includes working as director of

Quality and Corporate Human Resources at Engelhard. Prior to accepting a position with Engelhard, Mr. Avery earned a Bachelor's degree in Psychology and a Master's degree in Organizational Behavior from Brigham Young University.

The Department of Workforce Services assisted Gateway with on-site recruitments the past five weeks in July and August. The partnership has achieved placement of over 300 job-seekers to a fun, exciting, business in the Salt Lake Valley which is experiencing considerable growth.

Yankee Candle

Yankee Candle Company has opened a major distribution/warehouse facility in Salt Lake City. Yankee Candle products are sold around the world and are leaders in the scented candle industry. The company has more than 1,800 employees in its manufacturing, retailing, and support divisions. Approximately 70 company-owned retail stores span the nation with approximately 30 more stores planned before the year 2000.

Yankee Candle, a Massachusetts-based candlemaker, selected the Salt Lake location over several western cities due to prime access to the western and central states, advantageous operating costs, and labor market. The new facility will occupy 100,000 square feet at Ninigret Park in Salt Lake City. The company will have hired approximately 100 employees by business opening of September 1999.

Spring. . . Into Action; Job Fairs In Demand!

On June 3rd, the Department of Workforce Services began spring of 1999 by co-sponsoring, with West Jordan Economic Development, a job fair. The success of this job fair was measured by the 600 job seekers and 20 major employers who were in attendance at the West Jordan City Hall. The fair featured booths and displays from major employers for the West Jordan area such as: Dana Distribution, Sysco

Intermountain, Target Store, Rite-Aid Pharmacies, Fairchild Semiconductor, Dannon Company, Jordan Valley Hospital, and Southwire Corp. Due to the success of this job fair, another one is scheduled for November 4th. For further information, contact Sherrill Chapman at 269-4762 or Paul Blanchard at 569-5122.

Moving on to July, the Department of Workforce Services (DWS), South County office, hosted a Customer Service/Sales & Marketing Job Fair on the 15th. Job seekers began arriving an hour early to this job fair and by closing, the 21 employers in attendance had seen over 850 job seekers! Due to the type of job fair, testing services were offered to assist employers verify job-seekers skills. Approximately 165 type tests, 3 spelling tests, and 20 ten-key tests were given during this 4-hour period. Credit and praise were given to the 25 volunteers who assisted with the success of this job fair.

On July 29th the General Tooele Job Fair assisted 14 employers and 297 job seekers in introducing employer to applicant. Participants were pleased with the friendly, helpful Tooele staff and commented they would like to see more fairs in the future.

And last but not least, on August 26th, the DWS Metro Employment Center hosted a General Job Fair. The success of this job fair could be summed up by employer John Angell from Circle Four Farms. Mr. Angell requested that he be invited back to all future DWS job fairs! Over 681 applicants were in attendance along with 20 employers. Some of the comments from applicants indicated their enthusiasm for the variety of employers and organization of the job fair. The favorite employer of the fair award would have to go to Doubletree Hotel, who brought their famous cookies. Jennifer Hess, H.R. Recruiter, was pleased with the flow of the people coming through. Overall, a great success with some valuable comments to implement for future fairs.

The Department of Workforce Services sponsors these fairs in an effort to provide an atmosphere where employers and job-seekers can meet in pursuing their employment goals. If you are interested in participating in an up-coming job fair, contact a DWS Business Consultant (listed at the end of this newsletter).

Upcoming Events

OCTOBER

- 12th** - West Valley City Job Fair, E-Center,
- 22nd** - SLEC Seminar - 3rd Party Sexual Harassment - Little America, 11:30 a.m.
- 26st** - Employer's Work/life Conference
1385 S. State, 8:30 a.m.-3:30 p.m.

NOVEMBER

- 3rd** - Labor Market Information - Downtown - 158 S. 200 W., 7:30a.m.
- 4th** - West Jordan City Job Fair - City Hall, 3 p.m. - 7 p.m.
- 19th** - Veteran's Job Fair - 1543 E. Sunnyside Ave., 4 p.m. - 7 p.m.

Employer Academies are free informational meetings hosted by the Department of Workforce Services. Meetings are held at our Employment Centers, 7:30 a.m. - 9:00 a.m.

SLEC Seminars are luncheon presentations held quarterly. The cost is \$25/per person. Topics that have been discussed at these presentations include the following:

Labor Law Updates, Hiring Rights, Employer Handbooks, Recruitment, Resources, Retaining Employees, etc. (Pre-registration is required.)

For location and/or time on the above job fairs, information about the Salt Lake Employer Committee (SLEC), other events, or to register for an upcoming seminar, please contact the Employer Services Unit at (801) 468-0174, or your local DWS Business Consultant.

Important Phone Numbers

Child Care Outreach: 801-526-4342
Contributions: 801-526-9235
DWS Administration: 801-526-9675
Job Order Fax Line: 801-468-0070
Job Order Phone Line: 801-468-0097
Labor Market Info: 801-526-9340
New Hire Reporting: 801-526-4361
Rapid Response: 801-526-4312
UI Benefit/Tax Info.: 800-222-2857
DOL Wage/Hour Div.: 801-524-5706
Utah Labor Commission 801-530-6801
Workforce Council: 801-468-0095
WOTC Tax Credit: 801-526-9484

<http://dws.state.ut.us>

Business Consultants:

Laureen Royle 801-567-3940
Sherrill Chapman 801-269-4762
Cassy Hahn 801-536-7173
Trina Griffith 435-833-7327
Jody Davis 801-468-0020
(OJT, E-1, WEAT)
Karen Gardner 801-468-0260
(OJT, WEAT)